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SALARY STUDY

1991

Child Welfare
League of
America

SALARY STUDY

1991

Patrick A. Curtis, Ph.D.

Child Welfare League of America
Washington, DC

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INTRODUCTION

The 1991 Salary Study represents CWLA's latest effort in tracking and reporting compensation trends among its member agencies. Five hundred CWLA member agencies in the United States and Canada providing direct services to children and their families were asked to participate. Three hundred and six member agencies responded for a return rate of 61.2%. The respondents included 26 state public agencies (state or provincial departments of child welfare), 31 local public agencies (county or city departments of child welfare), and 249 voluntary agencies (private not-for-profit child welfare agencies). There was at least one respondent from each of the 50 United States.

The current study was the largest ever conducted by CWLA. The data represent 56,166 full-time positions. (Position descriptions may be found beginning on page 149.) Two hundred and seventy-one member agencies reported providing service to 1,288,136 children in the previous 12-month reporting period. Two hundred and ninety-one member agencies reported total income of $3,606,106,800. The largest state department of child welfare had 3,711 full-time employees and an annual budget of $133,627,100. The smallest private agency had one full-time staff member and an annual budget of $270,000.

Because of concerns about the loss of experienced staff, the disruption to service, and the costs of recruitment and training due to staff turnover, the CWLA membership requested, through its 1988 Biennial Resolutions, that CWLA investigate potential problems related to staff recruitment and retention. In response, questions pertaining to position vacancies and position turnover were added to the 1991 Salary Study.

HIGHLIGHTS

• A total of 306 CWLA member agencies providing services to children and their families from the U.S. and Canada responded to the 1991 Salary Study, for a return rate of 61.2%.

• The respondents included 26 state or provincial departments of child welfare, 31 county or city departments of child welfare, and 249 voluntary agencies (private not-for-profit child welfare agencies).

• There was at least one respondent from each of the 50 United States.

• The data represent 56,166 full-time positions.

• Out of 23 full-time position categories in the U.S. voluntary agencies, 13, or 56.5%, lost ground to inflation between 1989 and 1991.

• Three of those 23 full-time positions, Direct Service Practitioners with Some Graduate Social Work Education, Lead Teachers in Day Care Centers with Graduate Training, and Family Day Care Providers, had net losses between 1989 and 1991.

• The Executive Directors of voluntary child welfare agencies had their lowest percentage increase in six years.

• The voluntary child welfare agencies had an overall turnover rate of 16%. Turnover was lower in the public agencies where salaries were higher.

• The turnover rate for Residential Child Care Workers in the voluntary agencies was 28.8%.

FINDINGS

Most salaries lost ground to inflation between 1989 and 1991. The Consumer Price Index for All Urban Consumers (CPI-U), the index used to compare percentage changes in salaries with inflation rates in previous CWLA salary studies, increased 5.2% in 1989 and 5.7% in 1990. This meant that the average wage earner required an increase in salary of 11.2% in order to break even with inflation for the two years combined. Of the 23 full-time position categories in the U.S. voluntary agencies, ten (43.5%) had increases greater than 11.2% and 13 (56.5%) had increases less than 11.2%. (See Table 6.) When these numbers are broken down by the actual number of salaries, 4,934 (47%) did better than 11.2% while 5,559 (53%) did worse. Inflation aside, three positions, Direct Service Practitioners with Some Graduate Social Work Education, Lead Teachers in Day Care Settings with Graduate Training, and Family Day Care Providers, had net losses between 1989 and 1991.

The Executive Directors of voluntary child welfare agencies had their lowest percentage salary increase since 1985. The percentage increase for Assistant Executive Directors between 1989 and 1991 was one-half the percentage increase between 1987 and 1989. Although Direct Service Practitioners with an M.S.W. continued to earn more than non-M.S.W. practitioners, Direct Service Practitioners with Some Graduate Social Work Education earned only a little more than Social Work Assistants or Case Aides. Because of enhancements to the CWLA 1991 Salary Study, similar comparisons for local and statewide public agencies will be available in future CWLA salary studies.

Salaries varied somewhat by U.S. census region, and were highly correlated with staff size and with agency income. Salaries were highest in the Northeast census region and lowest in the South. As staff size increased and agency income increased, salaries increased. Salaries were almost always higher in the statewide and local public agencies than in the voluntary agencies.

The U.S. voluntary agencies had an overall average vacancy rate of 3.1% and an overall average turnover rate of 16% (See Table 5.) The turnover rate represented 3,263 turnovers among 20,383 full-time administrative and direct service positions. The Canadian voluntary agencies had a higher overall turnover rate of 32.5%. However, because that figure represented 170 turnovers among 523 positions in only six agencies, the results should be interpreted cautiously. The U.S. local public agencies had an

overall average vacancy rate of 5.7% and an overall average turnover rate of 5.3% (409 turnovers among 7,679 full-time positions) while the U.S. state public agencies had an overall average vacancy rate of 6.7% and an overall average turnover rate of 5.6% (1,501 turnovers among 26,963 full-time positions).

Among the U.S. voluntary agencies, the highest turnover rates were found for Residential Child Care Workers (28.8%), Residential Education Assistant Teachers and Teacher Aides (17.6%), Direct Service Practitioners with an M.S.W. (15.1%), and Residential Recreation Workers (15.1%). Among the Canadian voluntary agencies, the turnover rate for Residential Child Care Workers was a surprisingly high 57.1%.

Turnover among most position categories in the U.S. local public agencies was consistently low. Among U.S. statewide public agencies, the highest turnover rates were found among Direct Service Practitioners with No Graduate Social Work Education and No Graduate Degree (20.3%), Assistant Executive Directors (19.1%), Direct Service Practitioners with Other Graduate Degrees (16.4%), and Direct Service Practitioners with Some Graduate Social Work Education (14.1%).

Because this is the first reporting of vacancy and turnover rates, the figures are difficult to interpret. It is not known, for example, whether or not the reported rates represent transitory increases versus decreases in staff vacancies and turnover. Future CWLA salary studies will allow for such comparisions. Because these are quantitative measures, they cannot take into account such factors as the impact on an agency resulting from the loss of one particularly valuable employee.

From the perspective of children, however, there is cause for concern. The overall average turnover rate of 28.8% among Residential Child Care Workers in the U.S. voluntary agencies means that the children served in those settings have experienced almost three staff changes for every ten full-time caretakers during the past year. Perhaps it is significant that among the U.S. state public agencies, where annual salaries for Residential Child Care Workers are much higher, the average turnover rate was only 1.2%.

In general, turnover rates tended to correlate negatively with salaries; that is, the higher the salaries, the lower the turnover rates. These relationships were significant statistically in the U.S. voluntary agencies for Residential Education Directors, Residential Education Assistant Teachers and Teacher Aides, Assistant Teachers in Day Care Centers, and

Teacher Aides in Day Care Centers. These relationships were significant in the U.S. local public agencies for Direct Service Practitioners with an M.S.W. and Direct Service Practitioners with No Graduate Education and in the U.S. statewide public agencies for Directors of Major Programs, Direct Service Practitioners with an M.S.W., and Direct Service Practitioners with Other Graduate Degrees. The actual coefficients are reported in the Methodological Notes.

The relationship between turnover rates and salaries is confounded by many factors. Vinokur-Kaplan [1991] found that, although low salaries make it difficult to recruit and retain staff, higher salaries do not guarantee that staff will remain stable. Turnover rates also are related to, for example, competent supervision, realistic workloads, opportunities for challenging work, and opportunities for advancement [Child Welfare League of America 1990; Chess & Srinika 1985; Fryer & Miyoshi 1989; Pecora et al. 1989]. Although raising salaries has been shown to help with recruitment and to reduce turnover under some circumstances [Marx et al. 1990; Whitebrook et al. 1989], the maintenance of a stable workforce requires addressing all of the factors identified above, not just the provision of adequate salaries and benefits [Child Welfare League of America 1991].

It should be emphasized that the figures in this report represent what many full-time administrators and direct service practitioners in the field of child welfare earn, not what they should earn. The results should not be used merely as a guide for setting salaries, but as a tool for achieving better salaries for all who provide critical, yet undervalued services to children and their families.

METHODOLOGICAL NOTES

During the winter of 1990-1991, 500 questionnaires were sent to all CWLA member agencies that provide direct services to children and their families. Three hundred and six questionnaires were returned for a response rate of 61.2%. These included 25 statewide public agencies, one Canadian province, 30 U.S. local public agencies, one Canadian local public agency, 243 U.S. voluntary agencies, and six Canadian voluntary agencies. Statewide or provincial public agencies are the departments of state or provincial governments responsible for child welfare services. Local public agencies are departments of county or city governments responsible for child welfare services. Voluntary agencies are private, not-for-profit child welfare agencies.

Drawing upon previous CWLA salary studies, trends in salaries are presented for the past six years. The data also are displayed by type of member agency: state or provincial public, local public, and voluntary (both for the U.S. and Canada), and by U.S. census region. The four U.S. census regions are described beginning in Table 2. Salaries for selected key positions are displayed by agency size and income. In an attempt to control for staff experience, age, and seniority, data on minimum and maximum salaries are provided for each position. Most of the tables in this report are organized in the following manner: Salaries are presented by type of agency respondent, both for the U.S. and Canada, then by minimum and maximum salary, followed by vacancy and turnover rates. Note that minimum and maximum salaries do not represent the single lowest and highest salary for each position, but a weighted median representing all respondents that reported salary ranges by position category.

All salaries are displayed by quartiles. One-fourth of the salaries are below the lower quartile amount and three-fourths are above. One-half of the salaries are below the median salary and one-half are above. Three-fourths of the salaries are below the upper quartile amount and one-fourth are above. Results are weighted by the number of reported salaries for each position by respondent. Weighting and missing data cause the *N* for each analysis to vary greatly.

Although weighting the salaries by the number of positions reported may bias the analysis in favor of the larger agencies, not weighting the salaries would bias the analysis severely in the opposite direction. Bias is tempered by reporting median salaries as opposed to average salaries, which are more influenced by extreme values. It was not necessary to weight salaries for the Executive Directors because there was only one Executive Director per respondent. The position of Executive Director of a Child Day Care Center was dropped from the analysis because the reported salaries were confused with salaries reported for

the position of Agency Executive Director. Note that the position Child Day Care Center Director does not refer to an Executive Director, but to the Director of a day care center in an agency with more than one day care center.

Some agencies, particularly the very large ones, were unable to provide data for Direct Service Practitioners by the education of the individual employee. It was suspected that some salaries for Direct Service Practitioner with an M.S.W. were placed into other categories, which probably explains why, in some cases, salaries for Direct Service Practitioner with No Graduate Social Work Education and No Graduate Degree were higher than those of Direct Service Practitioner with Some Graduate Social Work Education.

For the sake of comparisons with data from previous CWLA salary studies, the format of breaking down salaries by U.S. census region was maintained. However, data were collected by the four U.S. census regions as well as by the five CWLA regions. This will allow for future CWLA salary studies to present the data by somewhat smaller geographical units. Salaries were broken down by census region for U.S. state and local public agencies when sufficient numbers of salaries were available. Selected positions were broken down by number of full-time employees and by agency income. Any analysis with an N of less than 100 should be interpreted with caution.

All salaries and all agency income for Canadian agencies were converted into U.S. dollars at the October 1, 1990 rate of 0.8651. To convert U.S. dollars to Canadian dollars, divide by 0.8651.

For the sake of this study, *vacancy rate* was defined as the number of vacant full-time positions in any given position category divided by the number of full-time positions in that category. *Turnover rate* was defined as the number of people who left a full-time position in the past 12 months in any given position category divided by the number of full-time positions in that category.

The actual Pearson coefficients for the correlations between turnover and salaries were as follows: again, the higher the salaries, the lower the turnover rates. The relationships were significant statistically at $p<.001$ in the U.S. voluntary agencies for Residential Education Directors ($r=-.44$), Residential Education Assistant Teachers and Teacher Aides ($r=-.19$), Assistant Teachers in Day Care Centers ($r=-.24$), and Teacher Aides in Day Care Centers ($r=-.24$). These relationships were significant at $p<.001$ in the U.S. local public agencies for Direct Service Practitioners with an M.S.W. ($r=-.26$) and Direct Service Practitioners with No Graduate Social Work Education and No Graduate Degree ($r=-.33$) and in the U.S. statewide public agencies for Directors of Major Programs ($r=-.23$), Direct Service Practitioners with an M.S.W. ($r=-.59$), and Direct Service Practitioners with Other Graduate Degrees ($r=-.26$).

TABLES

TABLE 1

Types of Agencies Reporting (All Agencies)

Type of Agency	# of Agencies
U.S. Voluntary	243
U.S. Local Public	30
U.S. State Public	25
Canadian Voluntary	6
Canadian Local Public	1
Canadian Provincewide Public	1
Total	**306**

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 2

Types of Agencies Reporting by Location

Census Region	# of Voluntary	# of Local Public	# of State/Provincial Public
Northeast	86	5	5
North Central	79	9	3
South	41	9	11
West	37	7	6
Canada	**6**	**1**	**1**
Total	**249**	**31**	**26**

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

TABLE 3

FULL-TIME STAFF SIZE OF AGENCIES REPORTING SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Employees	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	243	23	59	98
U.S. Local Public	30	85	174	260
U.S. State Public	25	202	880	2000
Canadian Voluntary	6	45	57	125

The one Canadian provincewide public agency reported 495 full-time positions and the one Canadian local public agency reported 123 full-time positions.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 4

AGENCY INCOME OF AGENCIES REPORTING (ALL AGENCIES)

Type of Agency	# of Agencies	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	236	$1,133,243	$2,506,500	$5,392,890
U.S. Local Public	29	4,931,440	13,092,400	37,603,736
U.S. State Public	19	14,567,532	55,000,000	144,523,916
Canadian Voluntary	6	1,994,811	3,046,137	32,203,348

The incomes reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian incomes are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 5

Vacancy and Turnover Rates for All U.S. Agencies

Total Full Time Vacancy Rate

	# of Agencies	# of Positions	# of Vacancies	Mean	Median
U.S. Voluntary	243	20,383	625	3.1%	2.0%
U.S. Local Public	30	7,679	437	5.7%	2.9%
U.S. State Public	25	26,963	1802	6.7%	3.8%

Total Full Time Turnover Rate

	# of Agencies	# of Positions	# of Turnover	Mean	Median
U.S. Voluntary	243	20,383	3263	16.0%	15.4%
U.S. Local Public	30	7,679	409	5.3%	2.9%
U.S. State Public	25	26,963	1501	5.6%	3.6%

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services.

TABLE 6

MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985-1991 (U.S. VOLUNTARY AGENCIES)

Position and Year	Median Salary	% Increase from Previous Report[1]
Executive Directors		
1991	$60,000	7.7%
1989	55,700	10.3
1987	50,500	10.5
1985	45,700	9.6
Assistant Executive Directors		
1991	$49,667	9.2%
1989	45,500	18.5
1987	38,400	2.7
1985	37,400	8.4
Directors of Major Programs or Districts		
1991	$39,800	15.4%
1989	34,500	9.5
1987	31,500	12.1
1985	28,100	6.8
Supervisors		
1991	$29,917	8.4%
1989	27,600	8.7
1987	25,400	1.6
1985	25,000	8.2

TABLE 6 (CONTINUATION)

MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985-1991 (U.S. VOLUNTARY AGENCIES)

Position and Year	Median Salary	% Increase from Previous Report[1]
Direct Service Practitioners with M.S.W. Degree		
1991	$26,764	10.1%
1989	24,300	14.6
1987	21,200	11.6
1985	19,000	6.1
Direct Service Practitioners with Other Graduate Degrees		
1991	$23,600	13.5%
1989	20,800	10.6
1987	18,800	-1.0
1985	19,000	5.0
Direct Service Practitioners with Some Graduate Social Work Education		
1991	$17,857	-4.0%
1989	18,600	5.7
1987	17,600	3.5
1985	17,000	-2.9
Direct Service Practitioners with No Graduate Social Work Education and No Graduate Degree		
1991	$20,867	14.0%
1989	18,300	13.0
1987	16,200	8.0
1985	15,000	0.0

TABLE 6 (CONTINUATION)

MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985-1991 (U.S. VOLUNTARY AGENCIES)

Position and Year	Median Salary	% Increase from Previous Report[1]
Social Work Assistants or Case Aides		
1991	$17,250	19.8%
1989	14,400	2.9
1987	14,000	12.0
1985	12,500	8.7
Residential Supervisors[2]		
1991	$25,562	20.0%
1989	21,300	14.5
1987	18,600	6.3
1985	17,500	1.7
Residential Child Care Workers[2]		
1991	$15,810	7.6%
1989	14,700	14.8
1987	12,800	2.4
1985	12,500	13.6
Residential Recreation Workers		
1991	$19,000	9.8%
1989	17,300	18.5
1987	14,600	16.8
1985	12,500	-3.1

TABLE 6 (CONTINUATION)

MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985-1991 (U.S. VOLUNTARY AGENCIES)

Position and Year	Median Salary	% Increase from Previous Report[1]
Residential Education Directors		
1991	$32,714	10.1%
1989	29,700	8.8
1987	27,300	16.2
1985	23,500	3.1
Residential Education Teachers with Graduate Training		
1991	$26,429	12.5%
1989	23,500	15.2
1987	20,400	31.6
1985	15,500	1.3
Residential Education Teachers with Bachelor's Degrees		
1991	$23,000	13.9%
1989	20,200	16.8
1987	17,300	19.3
1985	14,500	-2.0
Residential Education Teachers with No College Degree		
1991	$22,000	N.A.

TABLE 6 (CONTINUATION)

MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985-1991 (U.S. VOLUNTARY AGENCIES)

Position and Year	Median Salary	% Increase from Previous Report[1]
Residential Education Assistant Teachers and Teacher Aides		
1991	$14,539	9.3%
1989	13,300	31.7
1987	10,100	12.2
1985	9,000	11.1
Day Care Directors of Multi-Service Agencies		
1991	$37,000	16.7%
1989	31,700	N.A.
1987	N.A.	N.A.
Day Care Center Directors		
1991	$28,250	18.7%
1989	23,800	N.A.
1987	N.A.	N.A.
Family Day Care Program Directors		
1991	$31,000	3.3%
1989	30,000	N.A.
1987	N.A.	N.A.

TABLE 6 (CONTINUATION)

MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985-1991 (U.S. VOLUNTARY AGENCIES)

Position and Year	Median Salary	% Increase from Previous Report[1]
Lead Teachers in Day Care Centers with Graduate Training		
1991	$17,000	-7.6%
1989	18,400	9.5
1987	16,800	15.9
1985	14,500	16.0
Lead Teachers in Day Care Centers with Bachelor's Degrees		
1991	$15,725	7.7%
1989	14,600	15.0
1987	12,700	15.5
1985	11,000	1.9
Lead Teachers in Day Care Centers without College Degrees		
1991	$16,143	30.2%
1989	12,400	14.8
1987	10,800	2.9
1985	10,500	19.3
Assistant Teachers in Day Care Centers		
1991	$14,091	N.A.

TABLE 6 (CONTINUATION)

MEDIAN SALARIES AND PERCENTAGE CHANGES FOR ALL POSITIONS 1985-1991 (U.S. VOLUNTARY AGENCIES)

Position and Year	Median Salary	% Increase from Previous Report[1]
Teacher Aides in Day Care Centers		
1991	$11,000	N.A.
Family Day Care Providers		
1991	$9,000	-14.3%
1989	10,500	N.A.
Research Staff		
1991	$26,333	N.A.

[1] These percentage changes in salaries may be compared with changes in rates of inflation. The Consumer Price Index for All Urban Consumers (CPI-U) increased 5.2% between January 1989 and January 1990 and 5.7% between January 1990 and January 1991.

[2] Weighted average of full maintenance and not full maintenance.

TABLE 7

COMPARISON OF MEDIAN ANNUAL EARNINGS OF CHILD WELFARE WORKERS (U.S. VOLUNTARY AGENCIES) AND OTHER SELECTED POSITIONS

Position[1]	Median Annual Income
Hospital Administrators (Average of all facility types)[2]	$122,050
Chief Executive Officers of National Voluntary Health or Human Service Organization[3]	96,900
School Superintendents[4]	75,425
Executive Directors—Child Welfare Agencies	**60,000**
Assistant Directors—Child Welfare Agencies	**49,667**
Airplane Pilots and Navigators	46,824
Aerospace Engineers	43,279
Directors of Major Programs or Districts in Child Welfare Agencies	**39,800**
College and University Teachers	38,951
Administrators, Education and Related Fields	37,804
Residential Education Directors	32,714
Registered Nurses	31,703
Teachers in Secondary Schools	30,712
Supervisors—Child Welfare Agencies	**29,917**
Directors of Day Care Centers	**28,250**
Teachers in Elementary Schools	27,062
Social Work Practitioners with M.S.W. Degrees	**26,764**
Residential Education Teachers—Graduate Degree	**26,429**

TABLE 7 (CONTINUATION)

COMPARISON OF MEDIAN ANNUAL EARNINGS OF CHILD WELFARE WORKERS (U.S. VOLUNTARY AGENCIES) AND OTHER SELECTED POSITIONS

Position[1]	Median Annual Income
Legal Assistants	24,768
Social Work Practitioners—Other Graduate Degree	**23,600**
Residential Education Teachers—Bachelor's Degree	**23,000**
Residential Supervisors—Not Full Maintenance	**23,000**
Clergy	22,578
Social Work Practitioners—No Graduate Social Work Education	**20,867**
Licensed Practical Nurses	19,658
Social Welfare Eligibility Clerks	18,719
Teachers, Pre-Kindergarten and Kindergarten	17,937
Social Work Practitioners—Some Graduate Social Work Education	**17,857**
Child Welfare Social Work Assistants	**17,250**
Bus Drivers	16,908
General Office Clerks	16,842
Residential Child Care Workers—Not Full Maintenance	**16,143**
Day Care Lead Teachers—No College Degree	**16,143**
Recreation Workers	**15,964**
Day Care Lead Teachers—Bachelor's Degree	**15,725**
Information Clerks	15,017
File Clerks	14,756

TABLE 7 (CONTINUATION)

COMPARISON OF MEDIAN ANNUAL EARNINGS OF CHILD WELFARE WORKERS (U.S. VOLUNTARY AGENCIES) AND OTHER SELECTED POSITIONS

Position[1]	Median Annual Income
Janitors	14,600
Residential Education Assistant Teachers or Aides	**14,539**
Receptionists	14,235
Assistant Teachers in Day Care Centers	**14,091**
Sales Counter Clerks	14,026
Sales Workers, Retail and Personal Services	13,453
Teachers' Aides	12,792
Attendants at Amusement and Recreational Facilities	11,889
Maids and Housemen	11,471
Teacher Aides in Day Care Centers	**11,000**
Family Day Care Providers	**9,000**

[1] Child welfare positions reported in this study are in bold type. All other earnings reported, with the exception of those otherwise noted, are from the U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey: 1990 Annual Averages.

[2] This is the mean annual income reported in "The Health Care Management Compensation Study, 1991," conducted by Management Compensation Services, A Division of Hewitt Associates, Scottsdale, AZ, 1991.

[3] "1990 Management Compensation Report, Voluntary Health and Human Service Organizations," sponsored by the National Assembly and the National Health Council, conducted by TPF&C, a Towers Perrin Company, October, 1990.

[4] This is the mean annual income reported in "Salaries Paid Personnel in Public Schools, 1989-1990," conducted by the Educational Research Service, Arlington, VA, 1990.

TABLE 8

Agency Executive Directors: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	214	$50,000	$60,000	$75,780
U.S. Local Public	28	61,610	70,485	78,542
U.S. State Public	21	58,626	70,000	82,260
Canadian Voluntary	5	52,637	58,827	62,110

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 9

AGENCY EXECUTIVE DIRECTORS: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	64	$42,639	53	$63,000
U.S. Local Public	17	55,162	16	74,983
U.S. State Public	12	58,910	12	81,338

The numbers of salaries reported for Canadian voluntary, local public, and provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 10

Agency Executive Directors: Vacancy and Turnover Rates for Position by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	240	.8%	0	240	3.8%	0
U.S. Local Public	30	3.3%	0	30	10.0%	0
U.S. State Public	24	0	0	24	4.2%	0

The numbers of salaries reported for Canadian voluntary, local public, and provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 11

AGENCY EXECUTIVE DIRECTORS: SALARIES BY CENSUS REGION, STAFF SIZE, AND AGENCY INCOME (U.S. VOLUNTARY AGENCIES)

Variable	# of Salaries	Lower Quartile	Median	Upper Quartile
Census Region				
Northeast	74	$54,751	$65,000	$79,047
North Central	71	53,530	61,320	72,345
South	36	37,594	49,255	64,530
West	33	47,400	60,000	76,660
Staff Size				
0–30	68	$37,500	$47,500	$55,742
31–60	50	53,735	59,000	66,048
61–90	47	58,500	70,000	80,000
91+	49	66,253	77,302	90,000
Agency Income				
$0–1,000,000	49	$35,507	$42,339	$49,200
1,000,001–2,500,000	62	50,911	57,000	62,562
2,500,001–5,000,000	53	58,488	67,080	77,977
5,000,001+	46	71,832	80,845	90,813

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 12

ASSISTANT EXECUTIVE DIRECTORS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	189	$41,500	$49,667	$58,800
U.S. Local Public	48	45,250	53,000	61,000
U.S. State Public	44	51,000	57,600	61,000
Canadian Voluntary	4	46,139	47,004	47,004

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above. Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 13

Assistant Executive Directors: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	123	$36,400	118	$56,286
U.S. Local Public	41	41,916	41	59,486
U.S. State Public	39	46,170	39	73,156
Canadian Voluntary	5	38,930	5	56,232

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 14

Assistant Executive Directors: Vacancy and Turnover Rates for Position by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	221	2.7%	0	221	2.7%	0
U.S. Local Public	59	3.4%	0	59	1.7%	0
U.S. State Public	47	8.5%	0	47	19.1%	0

The numbers of salaries reported for Canadian voluntary, local public, and provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 15

ASSISTANT EXECUTIVE DIRECTORS: SALARIES BY CENSUS REGION, STAFF SIZE, AND AGENCY INCOME (U.S. VOLUNTARY AGENCIES)

Variable	# of Salaries	Lower Quartile	Median	Upper Quartile
Census Region				
Northeast	73	$47,000	$55,000	$61,000
North Central	71	39,500	47,000	55,000
South	27	33,000	43,000	55,000
West	18	38,000	49,000	53,500
Staff Size				
0–30	21	$33,000	$41,000	$43,000
31–60	31	39,500	45,000	50,000
61–90	57	43,667	47,000	53,667
91+	80	49,667	59,000	61,000
Agency Income				
$ 0–1,000,000	9	$28,000	$35,000	$47,000
1,000,001–2,500,000	35	33,000	41,000	45,000
2,500,001–5,000,000	57	43,000	47,000	50,500
5,000,001+	87	53,000	58,600	61,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 16

DIRECTORS OF MAJOR PROGRAMS AND OF DISTRICTS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Quartile	Lower Median	Upper Quartile
U.S. Voluntary	930	$33,000	$39,800	$45,850
U.S. Local Public	221	38,400	45,500	49,750
U.S. State Public	528	39,514	46,051	51,313
Canadian Voluntary	20	42,044	48,446	49,311
Canadian Local Public	3	–	52,771	–

The number of salaries reported for Canadian provincewide public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 17

DIRECTORS OF MAJOR PROGRAMS AND OF DISTRICTS: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	634	$30,000	528	$47,128
U.S. Local Public	218	30,415	215	52,044
U.S. State Public	475	28,836	475	58,011
Canadian Voluntary	15	38,930	17	49,188
Canadian Local Public	3	43,255	3	57,962

The number of salaries reported for Canadian provincewide public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 18

DIRECTORS OF MAJOR PROGRAMS AND OF DISTRICTS: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	1015	1.0%	0	1015	5.2%	0
U.S. Local Public	230	3.0%	0	230	4.3%	0
U.S. State Public	625	3.8%	1.0%	625	5.1%	4.0%
Canadian Voluntary	17	5.9%	0	17	0	0
Canadian Provincewide	15	6.7%	6.7%	15	0	0

- The number of salaries reported for Canadian local public agencies was insufficient for analysis.

- Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.865.

TABLE 19

DIRECTORS OF MAJOR PROGRAMS AND OF DISTRICTS: SALARIES BY CENSUS REGION, STAFF SIZE, AND AGENCY INCOME (U.S. VOLUNTARY AGENCIES)

Variable	# of Salaries	Lower Quartile	Median	Upper Quartile
Census Region				
Northeast	432	$38,800	$45,519	$46,288
North Central	258	31,875	36,625	40,000
South	133	26,000	33,625	36,750
West	107	31,667	36,667	44,000
Staff Size				
0–30	110	$28,000	$32,333	$37,500
31–60	153	27,800	34,600	40,000
61–90	191	31,923	37,400	42,500
91+	668	27,000	31,000	35,438
Agency Income				
$0–1,000,000	72	$27,400	$31,000	$36,875
1,000,001–2,500,000	141	27,800	32,500	37,000
2,500,001–5,000,000	224	30,333	35,000	40,200
5,000,001+	479	39,800	45,519	46,152

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 20

Directors of Major Programs and of Districts: Salaries by Census Region (U.S. Local Public Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	31	$29,800	$34,600	$34,600
North Central	78	40,857	47,364	54,455
South	74	39,000	43,750	51,818
West	38	48,700	48,700	50,500

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 21

Directors of Major Programs and of Districts: Salaries by Census Region (U.S. State Public Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	120	$51,571	$57,667	$59,772
North Central	13	–	57,308	–
South	291	39,514	46,051	46,051
West	104	41,098	41,240	47,303

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 22

SUPERVISORS OF DIRECT SERVICE PRACTITIONERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	1063	$26,861	$29,917	$35,000
U.S. Local Public	758	32,105	36,579	37,667
U.S. State Public	2321	26,667	33,205	36,858
Canadian Voluntary	37	29,471	29,471	30,279
Canadian Local Public	7	40,660	40,660	40,660

The number of salaries reported for Canadian provincewide public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 23

SUPERVISORS OF DIRECT SERVICE PRACTITIONERS: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	783	$22,584	742	$39,721
U.S. Local Public	721	30,984	721	43,716
U.S. State Public	2293	27,012	2293	38,038
Canadian Voluntary	31	27,344	37	36,842
Canadian Local Public	7	32,874	7	39,795

The number of salaries reported for Canadian provincewide public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 24

SUPERVISORS OF DIRECT SERVICE PRACTITIONERS: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	1383	2.5%	0	1383	7.7%	0
U.S. Local Public	879	5.5%	1.3%	879	2.7%	0
U.S. State Public	3363	3.5%	2.2%	3363	3.9%	.6%
Canadian Voluntary	36	0	0	36	5.6%	0
Canadian Provincewide	59	5.1%	5.1%	59	0	0

The number of salaries reported for Canadian local public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 25

SUPERVISORS OF DIRECT SERVICE PRACTITIONERS: SALARIES BY CENSUS REGION, STAFF SIZE, AND AGENCY INCOME (U.S. VOLUNTARY AGENCIES)

Variable	# of Salaries	Lower Quartile	Median	Upper Quartile
Census Region				
Northeast	515	$28,733	$33,333	$35,471
North Central	365	26,143	27,500	30,455
South	132	24,194	27,550	30,200
West	51	23,667	29,400	38,500
Staff Size				
0–30	72	$26,500	$31,333	$33,000
31–60	160	25,000	29,625	32,750
61–90	163	24,778	27,000	31,000
91+	668	27,000	31,000	35,438
Agency Income				
$0–1,000,000	55	$24,111	$27,000	$32,000
1,000,001–2,500,000	135	23,800	29,857	33,000
2,500,001–5,000,000	197	24,000	26,500	30,200
5,000,001+	656	27,600	32,929	35,438

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 26

SUPERVISORS OF DIRECT SERVICE PRACTITIONERS: SALARIES BY CENSUS REGION (U.S. LOCAL PUBLIC AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	67	$25,833	$26,895	$26,895
North Central	224	33,087	33,792	48,872
South	336	30,721	37,303	37,303
West	131	37,000	40,253	40,253

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 27

SUPERVISORS OF DIRECT SERVICE PRACTITIONERS: SALARIES BY CENSUS REGION (U.S. STATE PUBLIC AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	458	–	$36,858	–
North Central	182	–	37,956	–
South	1436	26,667	27,687	33,205
West	245	33,275	35,803	35,803

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 28

DIRECT SERVICE PRACTITIONERS WITH M.S.W. DEGREES: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	1996	$23,800	$26,764	$28,778
U.S. Local Public	1135	29,271	31,566	37,871
U.S. State Public	1214	28,000	30,112	30,112
Canadian Voluntary	20	30,279	30,436	30,436
Canadian Local Public	14	–	37,199	–

The numbers of salaries reported for Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 29

DIRECT SERVICE PRACTITIONERS WITH M.S.W. DEGREES: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	1796	$21,500	1651	$32,626
U.S. Local Public	1139	21,288	1112	45,552
U.S. State Public	1176	22,360	1186	34,075
Canadian Voluntary	19	25,795	21	38,233
Canadian Local Public	14	29,413	14	36,334

The number of salaries reported for Canadian provincewide public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 30

DIRECT SERVICE PRACTITIONERS WITH M.S.W. DEGREES: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	2042	5.8%	0	2042	15.1%	11.1%
U.S. Local Public	1311	4.3%	2.8%	1311	5.8%	5.0%
U.S. State Public1	362	9.7%	9.2%	1362	11.7%	6.4%
Canadian Voluntary	20	5.0%	0	20	15.0%	9.1%
Canadian Provincewide	18	27.8%	27.8%	18	0	0

The number of salaries reported for Canadian local public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 31

DIRECT SERVICE PRACTITIONERS WITH M.S.W. DEGREES: SALARIES BY CENSUS REGION, STAFF SIZE, AND AGENCY INCOME (U.S. VOLUNTARY AGENCIES)

Variable	# of Salaries	Lower Quartile	Median	Upper Quartile
Census Region				
Northeast	807	$26,800	$27,124	$29,421
North Central	667	23,000	24,333	26,000
South	321	22,300	25,200	28,220
West	201	25,000	29,083	30,000
Staff Size				
0–30	233	$22,667	$25,667	$29,083
31–60	277	23,000	25,500	28,500
61–90	392	24,000	25,200	28,667
91+	1094	24,667	26,895	28,778
Agency Income				
$0–1,000,000	128	$22,667	$24,714	$25,667
1,000,001–2,500,000	248	22,111	25,500	27,727
2,500,001–5,000,000	418	23,000	25,200	28,111
5,000,001+	1154	24,667	27,111	29,182

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 32

DIRECT SERVICE PRACTITIONERS WITH M.S.W. DEGREES : SALARIES BY CENSUS REGION (U.S. LOCAL PUBLIC AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	31	–	$24,704	–
North Central	586	–	37,871	–
South	327	29,271	29,271	31,566
West	191	–	30,543	–

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 33

DIRECT SERVICE PRACTITIONERS WITH M.S.W. DEGREES: SALARIES BY CENSUS REGION (U.S. STATE PUBLIC AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	209	$36,837	$39,232	$39,232
South	842	28,000	30,112	30,112
West	163	23,789	23,789	30,021

The number of salaries reported for the north central region was insufficient for analysis.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 34

Direct Service Practitioners with Other Graduate Degrees: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	801	$21,353	$23,600	$27,400
U.S. Local Public	252	22,059	24,583	27,696
U.S. State Public	561	24,094	24,094	27,702
Canadian Voluntary	19	25,088	26,386	28,548
Canadian Local Public	61	30,279	30,279	30,279

The number of salaries reported for Canadian provincewide public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 35

DIRECT SERVICE PRACTITIONERS WITH OTHER GRADUATE DEGREES: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	684	$19,200	620	$31,200
U.S. Local Public	256	19,788	254	34,596
U.S. State Public	532	19,464	532	34,032
Canadian Voluntary	19	24,313	20	30,189
Canadian Local Public	61	25,953	61	31,144

The number of salaries reported for Canadian provincewide public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 36

DIRECT SERVICE PRACTIONERS WITH OTHER GRADUATE DEGREES: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	869	.9%	0	869	12.9%	1.7%
U.S. Local Public	377	1.9%	0	377	7.7%	0
U.S. State Public	596	0	0	596	16.4%	15.4%
Canadian Voluntary	19	0	0	19	10.5%	0
Canadian Provincewide	18	5.6%	5.6%	18	0	0

The number of salaries reported for Canadian local public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 37

DIRECT SERVICE PRACTITIONERS WITH OTHER GRADUATE DEGREES: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	302	$22,714	$25,667	$30,500
North Central	301	21,000	22,500	25,000
South	118	19,476	20,300	24,333
West	80	21,353	23,750	29,800

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 38

Direct Service Practitioners with Some Graduate Social Work Education: Salaries by Type of Agency (All agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	448	$17,000	$17,857	$22,692
U.S. Local Public	190	20,924	21,000	25,167
U.S. State Public	390	–	24,161	–
Canadian Voluntary	4	–	30,279	–

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 39

DIRECT SERVICE PRACTITIONERS WITH SOME GRADUATE SOCIAL WORK EDUCATION: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	395	$17,500	371	$20,500
U.S. Local Public	195	19,073	194	32,323
U.S. State Public	392	19,464	392	34,032
Canadian Voluntary	5	27,788	5	33,181

The numbers of salaries reported for Canadian local public and provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 40

DIRECT SERVICE PRACTITIONERS WITH SOME GRADUATE SOCIAL WORK EDUCATION: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	310	.6%	0	310	7.1%	0
U.S. Local Public	180	3.9%	0	180	6.1%	0
U.S. State Public	390	0	0	390	14.1%	19.6%
Canadian Voluntary	16	0	0	16	56.3%	63.6%
Canadian Provincewide	262	11.1%	11.1%	262	0	0

The number of salaries reported for Canadian local public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 41

Direct Service Practitioners with Some Graduate Social Work Education: Salaries by Census Region (U.S. Voluntary Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	215	$17,000	$17,000	$24,556
North Central	162	17,857	19,000	21,200
South	47	16,000	19,000	22,692
West	24	15,000	19,667	26,750

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 42

DIRECT SERVICE PRACTITIONERS WITH NO GRADUATE SOCIAL WORK EDUCATION AND NO GRADUATE DEGREES: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	1541	$18,269	$20,867	$22,882
U.S. Local Public	1689	21,216	21,709	24,091
U.S. State Public	5826	23,000	23,579	28,049
Canadian Voluntary	15	26,386	28,548	28,548

The numbers of salaries reported for Canadian local public and provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 43

Direct Service Practitioners with No Graduate Social Work Education and No Graduate Degrees: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	1380	$17,500	284	$25,700
U.S. Local Public	1617	22,056	1589	34,596
U.S. State Public	5830	17,952	5440	32,045
Canadian Voluntary	15	27,788	15	33,181

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 44

DIRECT SERVICE PRACTITIONERS WITH NO GRADUATE SOCIAL WORK EDUCATION AND NO GRADUATE DEGREES: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	1819	5%	0	1819	20.3%	11.6%
U.S. Local Public	2415	6.3%	2.9%	2415	5.5%	0
U.S. State Public	5775	5.6%	0	5775	10.1%	12.5%
Canadian Voluntary	8	0	0	8	25.0%	40.0%
Canadian Provincewide	99	11.1%	11.1%	99	0	0

The number of salaries reported for Canadian local public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 45

DIRECT SERVICE PRACTITIONERS WITH NO GRADUATE SOCIAL WORK EDUCATION AND NO GRADUATE DEGREES: SALARIES BY CENSUS REGION, STAFF SIZE, AND AGENCY INCOME (U.S. VOLUNTARY AGENCIES)

Variables	# of Salaries	Lower Quartile	Median	Upper Quartile
Census Region				
Northeast	761	$21,000	$22,883	$24,000
North Central	538	16,810	18,697	19,800
South	175	16,429	17,667	22,667
West	67	17,000	17,824	20,333
Staff Size				
0–30	109	$16,429	$18,667	$21,500
31–60	272	17,000	19,615	21,400
61–90	211	18,111	20,000	21,667
91+	949	18,697	22,000	22,886
Agency Income				
$0–1,000,000	116	$17,824	$19,000	$22,677
1,000,001–2,500,000	189	17,000	19,833	21,667
2,500,001–5,000,000	237	17,615	18,714	20,250
5,000,001+	987	18,697	21,696	22,889

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 46

SOCIAL WORK ASSISTANTS AND CASE AIDES: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	644	$13,364	$17,250	$20,333
U.S. Local Public	466	17,560	18,399	19,950
U.S. State Public	1393	15,000	16,960	17,910
Canadian Local Public	2	–	25,088	–

The numbers of salaries reported for Canadian provincewide public and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 47

Social Work Assistants and Case Aides: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	597	$13,200	538	$23,275
U.S. Local Public	457	13,536	457	21,892
U.S. State Public	1395	11,574	1395	21,892

The numbers of salaries reported for Canadian provincewide public, local public, and voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 48

Social Work Assistants and Case Aides: Vacancy and Turnover Rates for Position by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	558	1.8%	0	558	13.1%	6.1%
U.S. Local Public	585	6.5%	0.7%	585	2.9%	0
U.S. State Public	1184	6.8%	7.1%	1184	6.9%	4.0%

The numbers of salaries reported for Canadian voluntary, local public, and provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 49

Social Work Assistants and Case Aides: Salaries by Census Region (U.S. Voluntary Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	218	$17,667	$20,333	$21,231
North Central	312	13,364	14,661	18,000
South	64	11,333	12,882	21,136
West	50	11,000	11,000	19,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 50

Social Work Assistants and Case Aides: Salaries by Census Region (U.S. Local Public Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	37	$14,333	$17,560	$17,560
North Central	165	19,950	19,950	26,542
South	244	15,706	18,399	18,399
West	20	15,000	15,000	21,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 51

SOCIAL WORK ASSISTANTS AND CASE AIDES: SALARIES BY CENSUS REGION (U.S. STATE PUBLIC AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	16	–	$20,750	–
North Central	167	–	20,689	–
South	950	13,701	15,578	17,910
West	260	16,960	16,960	20,434

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 52

RESIDENTIAL SUPERVISORS: SALARIES BY TYPE OF AGENCY
(ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary				
Not Full Maintenance	240	$25,000	$28,719	$29,000
Full Maintenance	746	21,429	23,000	26,000
U.S. Local Public				
Not Full Maintenance	12	17,000	17,000	30,500
Full Maintenance	66	21,000	25,333	29,000
U.S. State Public				
Not Full Maintenance	46	33,905	33,905	33,905
Full Maintenance	33	25,471	25,471	27,546
Canadian Voluntary				
Not Full Maintenance	4	32,022	32,022	32,022
Full Maintenance	30	22,958	30,896	31,663

Full maintenance Residential Supervisors are provided with both food and residential quarters so they do not need to maintain a separate residence.

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 53

RESIDENTIAL SUPERVISORS: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary				
Not Full Maintenance	144	$22,680	139	$34,000
Full Maintenance	615	19,000	573	30,000
U.S. Local Public				
Not Full Maintenance	3	30,415	3	43,768
Full Maintenance	56	19,356	56	36,896
U.S. State Public				
Not Full Maintenance	43	26,572	43	40,317
Full Maintenance	34	21,177	34	32,000
Canadian Voluntary				
Not Full Maintenance	4	32,022	4	38,235
Full Maintenance	30	21,628	30	33,632

Full maintenance Residential Supervisors are provided with both food and residential quarters so they do not need to maintain a separate residence.

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 54

RESIDENTIAL SUPERVISORS: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	1003	3.0%	0	1015	13.1%	6.7%
U.S. Local Public	76	1.3%	0	76	11.8%	0
U.S. State Public	258	8.1%	10.2%	258	1.6%	0
Canadian Voluntary	34	2.9%	0	34	26.5%	7.7%

The numbers of salaries reported for Canadian local public and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 55

RESIDENTIAL SUPERVISORS: SALARIES BY CENSUS REGION
(U.S. VOLUNTARY AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast				
Not Full Maintenance	129	$25,667	$28,719	$28,719
Full Maintenance	368	21,909	24,714	27,444
North Central				
Not Full Maintenance	53	28,333	31,667	31,667
Full Maintenance	17	419,800	21,400	22,750
South				
Not Full Maintenance	52	22,625	25,571	25,571
Full Maintenance	70	17,200	25,552	25,552
West				
Not Full Maintenance	6	28,500	29,000	29,000
Full Maintenance	13	421,235	23,000	25,000

Full maintenance Residential Supervisors are provided with both food and residential quarters so they do not need to maintain a separate residence.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 56

RESIDENTIAL CHILD CARE WORKERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary				
Not Full Maintenance	1439	$14,429	$16,156	$18,230
Full Maintenance	4620	14,795	16,250	17,500
U.S. Local Public				
Not Full Maintenance	39	13,000	13,000	21,267
Full Maintenance	365	15,087	17,561	19,123
U.S. State Public				
Not Full Maintenance	398	26,869	26,869	26,869
Full Maintenance	2035	24,468	24,468	24,468
Canadian Voluntary				
Not Full Maintenance	32	22,547	22,547	22,547
Full Maintenance	150	19,205	21,998	23,358

Full maintenance Residential Child Care Workers are provided with both food and residential quarters so they do not need to maintain a separate residence.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 57

Residential Child Care Workers: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary				
Not Full Maintenance	1277	$14,000	1252	$20,500
Full Maintenance	4191	13,497	3712	22,568
U.S. Local Public				
Not Full Maintenance	15	14,327	15	33,488
Full Maintenance	365	14,100	339	24,773
U.S. State Public				
Not Full Maintenance	335	19,124	335	33,174
Full Maintenance	282	17,867	282	22,568
Canadian Voluntary				
Not Full Maintenance	32	21,975	32	30,163
Full Maintenance	150	18,243	150	25,777

Full maintenance Residential Child Care Workers are provided with both food and residential quarters so they do not need to maintain a separate residence.

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 58

Residential Child Care Workers: Vacancy and Turnover Rates for Position by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	6206	4.1%	3.1%	6346	28.8%	23.6%
U.S. Local Public	404	3.0%	0	404	10.6%	10.7%
U.S. State Public	2881	14.2%	18.6%	2881	1.2%	0
Canadian Voluntary	182	2.7%	2.9%	183	57.1%	62.5%

The numbers of salaries reported for Canadian local public and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 59

RESIDENTIAL CHILD CARE WORKERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast				
Not Full Maintenance	509	$18,230	$18,230	$20,600
Full Maintenance	2008	16,185	17,203	19,254
North Central				
Not Full Maintenance	505	14,405	15,636	18,225
Full Maintenance	1112	13,044	15,057	16,250
South				
Not Full Maintenance	410	13,090	15,550	15,550
Full Maintenance	460	12,576	15,385	16,070
West				
Not Full Maintenance	15	12,000	12,000	17,286
Full Maintenance	1040	14,260	15,640	17,500

Full maintenance Residential Child Care Workers are provided with both food and residential quarters so they do not need to maintain a separate residence.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 60

RESIDENTIAL CHILD CARE WORKERS: SALARIES BY CENSUS REGION (U.S. LOCAL PUBLIC AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast				
Not Full Maintenance	–	–	–	–
Full Maintenance	26	–	$14,692	–
North Central				
Not Full Maintenance	–	–	–	–
Full Maintenance	161	$16,290	19,123	$19,123
South				
Not Full Maintenance	15	–	21,267	–
Full Maintenance	109	13,737	18,746	18,746
West				
Not Full Maintenance	24	–	13,000	–
Full Maintenance	69	–	17,561	–

Full maintenance Residential Child Care Workers are provided with both food and residential quarters so they do not need to maintain a separate residence.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 61

RESIDENTIAL CHILD CARE WORKERS: SALARIES BY CENSUS REGION (U.S. STATE PUBLIC AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast				
Not Full Maintenance	335	–	$26,869	–
Full Maintenance	1754	–	24,468	–
North Central				
Not Full Maintenance	–	–	–	–
Full Maintenance	167	–	20,689	–
South				
Not Full Maintenance	63	–	11,698	–
Full Maintenance	114	–	15,269	–

Full maintenance Residential Child Care Workers are provided with both food and residential quarters so they do not need to maintain a separate residence.

The number of salaries reported for the western region was insufficient for analysis.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 62

RESIDENTIAL RECREATION WORKERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	257	$17,000	$19,000	$23,000
U.S. Local Public	15	21,000	23,400	25,000
U.S. State Public	65	30,429	30,429	30,478
Canadian Voluntary	3	–	24,223	–

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 63

RESIDENTIAL RECREATION WORKERS: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	224	$15,000	215	$25,956
U.S. Local Public	13	16,057	13	29,889
U.S. State Public	65	24,509	65	40,157
Canadian Voluntary	3	23,617	3	46,664

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 64

RESIDENTIAL RECREATION WORKERS: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	218	5.5%	0	218	15.1%	0
U.S. Local Public	17	5.9%	0	17	5.9%	0
U.S. State Public	86	14.0%	19.2%	86	1.2%	0

The numbers of salaries reported for Canadian voluntary, local public, and provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 65

RESIDENTIAL RECREATION WORKERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	114	$15,500	$19,727	$24,636
North Central	75	17,000	18,333	19,286
South	36	18,750	18,750	23,000
West	32	20,286	20,286	23,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 66

RESIDENTIAL EDUCATION DIRECTORS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	104	$26,600	$32,714	$37,000
U.S. Local Public	5	29,000	37,000	37,000
U.S. State Public	31	33,857	33,857	37,000
Canadian Voluntary	2	–	32,009	–

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 67

RESIDENTIAL EDUCATION DIRECTORS: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	74	$25,000	70	$42,168
U.S. Local Public	3	23,899	3	39,332
U.S. State Public	31	30,655	31	40,157

The numbers of salaries reported for Canadian provincewide public, local public, and voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 68

Residential Education Directors: Vacancy and Turnover Rates for Position by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	133	3.8%	0	133	9.0%	0
U.S. State Public	47	34.0%	43.2%	47	4.3%	0

The numbers of salaries reported for Canadian and U.S. local public, Canadian voluntary, and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 69

RESIDENTIAL EDUCATION DIRECTORS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	39	$32,429	$35,000	$37,000
North Central	28	26,600	31,000	35,000
South	19	26,167	26,167	31,000
West	18	28,750	31,400	37,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 70

RESIDENTIAL EDUCATION TEACHERS WITH GRADUATE TRAINING: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	277	$23,667	$26,429	$28,143
U.S. Local Public	2	–	29,000	–
U.S. State Public	468	20,960	20,960	20,960

The numbers of salaries reported for Canadian provincewide public, Canadian voluntary, and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 71

RESIDENTIAL EDUCATION TEACHERS WITH GRADUATE TRAINING: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	235	$20,531	204	$36,842
U.S. State Public	468	23,146	469	36,636

The numbers of salaries reported for Canadian provincewide public, Canadian voluntary, and U.S. and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 72

RESIDENTIAL EDUCATION TEACHERS WITH GRADUATE TRAINING: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	193	$24,333	$26,429	$28,143
North Central	35	20,714	25,333	29,000
South	22	18,750	21,333	24,333
West	27	27,000	27,000	29,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 73

Residential Education Teachers with Graduate Training: Salaries by Census Region (U.S. State Public Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	430	–	$20,960	–
North Central	37	–	29,000	–

The numbers of salaries reported for the southern and western regions were insufficient for analysis.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 74

RESIDENTIAL EDUCATION TEACHERS WITH BACHELOR'S DEGREES: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	402	$21,600	$23,000	$23,650
U.S. Local Public	10	25,000	27,667	27,667
U.S. State Public	64	28,906	28,906	28,906
Canadian Voluntary	9	25,088	25,088	25,088

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 75

RESIDENTIAL EDUCATION TEACHERS WITH BACHELOR'S DEGREES: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	359	$18,665	334	$32,000
U.S. Local Public	4	22,320	4	33,480
U.S. State Public	66	21,539	65	49,581
Canadian Voluntary	9	23,358	9	36,334

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 76

Residential Education Teachers with Bachelor's Degrees: Salaries by Census Region (U.S. Voluntary Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	243	$22,200	$23,000	$24,579
North Central	97	21,000	23,222	23,650
South	33	18,000	22,333	22,333
West	29	18,857	23,000	29,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 77

Residential Education Teachers with No College Degree: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	4	$18,000	$22,000	$27,500

The numbers of salaries reported for U.S. state and local public, Canadian provincewide public and local public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 78

Residential Education Teachers with No College Degree: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	4	$17,500	4	$26,250

The numbers of salaries reported for U.S. state and local public, Canadian provincewide public and local public, and Canadian voluntary agencies were insufficient for analysis.

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TABLE 79

Residential Education Teachers with No College Degree: Salaries by Census Region (U.S. Voluntary Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	3	$17,000	$23,000	–

The numbers of salaries reported for the north central, southern, and western regions were insufficient for analysis.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 80

RESIDENTIAL EDUCATION TEACHERS: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	698	1.4%	0	698	12%	7.7%
U.S. State Public	793	32.7%	38.2%	793	1.9%	0

The numbers of salaries reported for U.S. and Canadian local public, Canadian voluntary, and Canadian provincewide public agencies were insufficient for analysis.

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TABLE 81

Residential Education Assistant Teachers and Teacher Aides: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	405	$13,444	$14,538	$16,333
U.S. Local Public	13	16,818	16,818	16,818
Canadian Voluntary	4	14,707	18,167	21,628

The numbers of salaries reported for U.S. state public, Canadian provincewide public, and Canadian local public agencies were insufficient for analysis.

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One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 82

RESIDENTIAL EDUCATION ASSISTANT TEACHERS AND TEACHER AIDES: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	293	$12,500	271	$19,300
U.S. Local Public	2	12,528	2	24,386
U.S. State Public	2	18,275	2	22,146
Canadian Voluntary	2	17,302	2	22,492

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

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Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 83

RESIDENTIAL EDUCATION ASSISTANT TEACHERS AND TEACHER AIDES: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	376	2.1%	0	376	17.6%	0
U.S. State Public	6	66.7%	100%	6	0	0
Canadian Voluntary	4	0	0	4	25.0%	25.0%

The numbers of salaries reported for U.S. and Canadian local public and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 84

Residential Education Assistant Teachers and Teacher Aides: Salaries by Census Region (U.S. Voluntary Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	235	$13,667	$14,539	$16,333
North Central	41	13,722	14,500	19,533
South	30	11,000	13,500	14,167
West	99	9,923	15,429	19,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 85

Day Care Directors of Multi-Service Agencies: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	16	$28,000	$37,000	$49,000
U.S. State Public	3	–	33,000	–

The numbers of salaries reported for Canadian provincewide public, Canadian voluntary, and U.S. and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 86

DAY CARE DIRECTORS OF MULTI-SERVICE AGENCIES: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S: Voluntary	11	$29,500	11	$46,000
U.S. State Public	3	32,032	3	48,776

The numbers of salaries reported for Canadian provincewide public, Canadian voluntary, and U.S. and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 87

DAY CARE DIRECTORS OF MULTI-SERVICE AGENCIES: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	28	0	0	28	3.6%	0
U.S. State Public	65	1.5%	0	65	0	0

The numbers of salaries reported for U.S. and Canadian local public, Canadian voluntary, and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 88

Day Care Directors of Multi-Service Agencies: Salaries by Census Region (U.S. Voluntary Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	7	$31,000	$35,000	$45,000
North Central	6	26,500	44,000	49,500
South	2	–	40,000	–

The number of salaries reported for the western region was insufficient for analysis.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 89

Day Care Center Directors: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	81	$25,857	$28,250	$31,667
U.S. State Public	21	21,095	21,095	21,095
Canadian Local Public	3	–	32,009	–

The numbers of salaries reported for U.S. local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 90

Day Care Center Directors: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	53	$21,749	53	$32,624
U.S. State Public	22	16,234	22	27,392
Canadian Local Public	3	26,818	3	32,874

The numbers of salaries reported for U.S. local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 91

Day Care Center Directors: Vacancy and Turnover Rates for Position by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	93	2.2%	0	93	6.5%	0
U.S. State Public	21	4.8%	4.8%	21	4.8%	4.8%

The numbers of salaries reported for U.S. and Canadian local public, Canadian voluntary, and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 92

Day Care Center Directors: Salaries by Census Region (U.S. Voluntary Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	41	$28,125	$29,000	$32,200
North Central	26	25,857	26,273	26,273
South	11	23,000	31,667	31,667
West	3	25,000	34,000	–

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 93

Family Day Care Program Directors: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	14	$21,000	$31,000	$33,000
U.S. State Public	17	28,000	28,000	28,000

The numbers of salaries reported for U.S. local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 94

FAMILY DAY CARE PROGRAM DIRECTORS: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	12	$27,500	12	$36,400
U.S. State Public	18	21,666	18	32,786

The numbers of salaries reported for U.S. and Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 95

FAMILY DAY CARE PROGRAM DIRECTORS: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. State Public	18	0	0	18	5.6%	6.3%

The numbers of salaries reported for U.S. and Canadian voluntary, U.S. and Canadian local public, and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 96

Family Day Care Program Directors: Salaries by Census Region (U.S. Voluntary Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	7	$31,000	$33,000	$33,000
North Central	3	21,000	25,000	–
South	3	19,000	21,000	–

The number of salaries reported for the western region was insufficient for analysis.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 97

Lead Teachers with Graduate Training in Day Care Centers: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	45	$13,933	$17,000	$26,000

The numbers of salaries reported for U.S. state public, U.S. and Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 98

LEAD TEACHERS WITH GRADUATE TRAINING IN DAY CARE CENTERS: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	38	$15,496	23	$25,000

The numbers of salaries reported for U.S. state public, U.S. and Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 99

LEAD TEACHERS WITH GRADUATE TRAINING IN DAY CARE CENTERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	35	$13,933	$17,000	$25,000
North Central	8	16,500	20,750	27,000

The numbers of salaries reported for the southern and western regions were insufficient for analysis.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 100

Lead Teachers with Bachelor's Degrees in Day Care Centers: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	224	$13,710	$15,725	$19,000

The numbers of salaries reported for U.S. state, U.S. and Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 101

Lead Teachers with Bachelor's Degrees in Day Care Centers: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	187	$14,955	133	$21,639

The numbers of salaries reported for U.S. state, U.S. and Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 102

LEAD TEACHERS WITH BACHELOR'S DEGREES IN DAY CARE CENTERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	103	$13,710	$19,000	$23,000
North Central	68	13,500	15,444	17,000
South	53	15,725	15,725	15,725

The number of salaries reported in the western region was insufficient for analysis.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 103

Lead Teachers without College Degrees in Day Care Centers: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	172	$12,167	$16,143	$18,200
U.S. Local Public	2	–	21,000	–

The numbers of salaries reported for U.S. state agencies, Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 104

LEAD TEACHERS WITHOUT COLLEGE DEGREES IN DAY CARE CENTERS: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	132	$11,898	59	$18,720
U.S. Local Public	2	19,312	2	24,116

The numbers of salaries reported for U.S. state agencies, Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 105

LEAD TEACHERS WITHOUT COLLEGE DEGREES IN DAY CARE CENTERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	86	$12,167	$18,200	$19,250
North Central	34	11,000	16,143	16,143
South	30	11,700	11,700	12,000
West	22	13,000	17,000	17,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 106

LEAD TEACHERS IN DAY CARE CENTERS: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	458	2.2%	0	458	6.1%	0

The numbers of salaries reported for U.S. and Canadian local public, U.S. state public, Canadian voluntary, and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 107

ASSISTANT TEACHERS IN DAY CARE CENTERS: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	334	$12,471	$14,091	$15,000
U.S. State Public	110	16,073	16,073	16,073

The numbers of salaries reported for U.S. and Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 108

Assistant Teachers in Day Care Centers: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	275	$13,520	229	$16,848
U.S. State Public	110	12,336	110	20,815

The numbers of salaries reported for U.S. and Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 109

Assistant Teachers in Day Care Centers: Vacancy and Turnover Rates for Position by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	335	3.9%	0	335	8.4%	0
U.S. State Public	110	1.8%	1.8%	110	0	0

The numbers of salaries reported for U.S. and Canadian local public, Canadian voluntary, and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 110

Assistant Teachers in Day Care Centers: Salaries by Census Region (U.S. Voluntary Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	213	$14,091	$14,954	$17,636
North Central	86	10,600	12,471	13,083
South	35	9,769	11,000	11,667

The number of salaries reported for the western region was insufficient for analysis.

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 111

Teacher Aides in Day Care Centers: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	280	$10,059	$11,000	$13,000
Canadian Local Public	15	23,358	23,358	23,358

The numbers of salaries reported for U.S. state and local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 112

Teacher Aides in Day Care Centers: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	199	$10,639	151	$12,896
Canadian Local Public	15	21,628	15	26,818

The numbers of salaries reported for U.S. state and local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 113

TEACHER AIDES IN DAY CARE CENTERS: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	250	2.8%	0	250	8.8%	0
U.S. Local Public	6	16.7%	0	6	16.7%	0

The numbers of salaries reported for Canadian voluntary, U.S. state public, Canadian local public and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 114

Teacher Aides in Day Care Centers: Salaries by Census Region (U.S. Voluntary Agencies)

Census Region	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	84	$9,000	$13,000	$14,556
North Central	73	10,143	12,429	13,000
South	76	10,727	11,000	11,000
West	47	9,000	13,000	13,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 115

Family Day Care Providers: Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	53	$9,000	$9,000	$14,000
U.S. Local Public	2	–	15,000	–

The numbers of salaries reported for U.S. state public, Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 116

Family Day Care Providers: Median Minimum and Maximum Salaries by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	16	$15,600	17	$23,088
U.S. Local Public	2	16,203	2	22,831

The numbers of salaries reported for U.S. state public, Canadian local public, Canadian provincewide public, and Canadian voluntary agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 117

Family Day Care Providers: Vacancy and Turnover Rates for Position by Type of Agency (All Agencies)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	375	.3%	0	375	.8%	0

The numbers of salaries reported for U.S. and Canadian local public, U.S. state public, Canadian voluntary, and Canadian provincewide public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 118

FAMILY DAY CARE PROVIDERS: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	29	$9,000	$9,000	$9,000
North Central	5	18,200	18,200	18,200
South	10	11,000	11,000	14,000
West	9	9,000	9,000	9,000

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

TABLE 119

RESEARCH STAFF: SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
U.S. Voluntary	53	$19,750	$26,333	$34,000
U.S. Local Public	32	28,600	36,600	37,000
U.S. State Public	321	28,979	28,979	38,143
Canadian Voluntary	3	–	32,585	–

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 120

RESEARCH STAFF: MEDIAN MINIMUM AND MAXIMUM SALARIES BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Median Minimum	# of Salaries	Median Maximum
U.S. Voluntary	32	$24,000	31	$44,300
U.S. Local Public	33	24,360	33	48,297
U.S. State Public	243	16,883	250	47,447
Canadian Voluntary	3	24,058	3	33,181

The numbers of salaries reported for Canadian provincewide public and Canadian local public agencies were insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

Canadian values are expressed in U.S. dollars at the October 1, 1990 rate. To convert them into Canadian dollar amounts, divide by 0.8651.

TABLE 121

RESEARCH STAFF: VACANCY AND TURNOVER RATES FOR POSITION BY TYPE OF AGENCY (ALL AGENCIES)

Type of Agency	# of Salaries	Mean Vac.	Median Vac.	# of Salaries	Mean Turn.	Median Turn.
U.S. Voluntary	45	0	0	45	8.9%	0
U.S. Local Public	34	0	0	34	2.9%	0
U.S. State Public	344	7.3%	7.8%	344	5.8%	4.2%
Canadian Voluntary	3	0	0	3	33.3%	33.3%
Canadian Provincewide	20	5.0%	5.0%	20	0	0

The number of salaries reported for Canadian local public agencies was insufficient for analysis.

Voluntary agencies are private, not-for-profit child welfare agencies. Local publics are departments of county or city governments responsible for child welfare services. State publics are departments of state governments responsible for child welfare services. Canadian provincewide public agencies are departments of provincial governments responsible for child welfare services.

TABLE 122

RESEARCH STAFF: SALARIES BY CENSUS REGION (U.S. VOLUNTARY AGENCIES)

Type of Agency	# of Salaries	Lower Quartile	Median	Upper Quartile
Northeast	20	$10,833	$10,833	$37,000
North Central	19	26,333	27,000	33,000
South	11	20,500	20,500	20,500
West	3	–	39,000	–

The Northeast Census Region includes the following states: New Hampshire, New Jersey, Connecticut, Maine, Massachusetts, New York, Pennsylvania, Rhode Island, and Vermont.

The North Central Census Region includes the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Ohio, and Wisconsin.

The South Census Region includes the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, Virginia, and West Virginia. The District of Columbia is also included in this census region.

The West Census Region includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

One-fourth of the values are below the lower quartile amount, and three-fourths are above. One-half of the values are below the median amount, and one-half are above. Three-fourths of the values are below the upper quartile amount, and one-fourth are above.

Position Descriptions with Table References

Agency Executive Directors (See Tables 8-11)—Persons responsible for the overall direction and administration of the organization.

Assistant Executive Directors (See Tables 12-15)—Professional employees with full responsibility for specific aspects of the agency's general operation who act for the Executive Director in his/her absence.

Directors of Major Programs and of Districts (See Tables 16-21)—Persons responsible for administering major programs or major district offices of the agency. Includes Casework Directors and Directors of Professional Services.

Supervisors of Direct Service Practitioners (See Tables 22-27)—Staff members whose primary responsibility is the direction and/or supervision of social work practitioners or students.

Direct Service Practitioners (See Tables 28-45)—Staff members who provide direct services to families and individuals (through casework, group work, or advocacy) or to other organizations (through consultation, education, or community organization).

M.S.W. Degree—Practitioners with a graduate degree in social work.

Other Graduate Degree—Practitioners with no social work graduate education but with a graduate degree in another field.

Some Graduate Social Work Education—Practitioners with some graduate social work education but no graduate degree.

No Graduate Social Work Education and No Graduate Degree—Practitioners with no graduate social work education and no other graduate degree.

Social Work Assistants and Case Aides (See Tables 46-51)—Staff members who assist direct service practitioners in providing services and are directed by the practitioners in carrying out assignments.

Residential and Day Treatment Personnel

Residential Supervisors (See Tables 52-55)—Staff members responsible for the operation of a residential program or a unit of it and for supervision of the residential program child care staff. Full Maintenance Residential Supervisors are provided with both food and residential quarters with the job so they do not need to maintain a separate residence.

Residential Child Care Workers (See Tables 56-61)—Staff members, other than nurses, whose primary responsibility is the daily care and supervision of children living in a residential facility. Full Maintenance Residential Child Care Workers are provided with both food and residential quarters with the job so they do not need to maintain a separate residence.

Residential Recreation Workers (See Tables 62-65)—Staff members engaged in planning, directing, or carrying out recreational programs and activities (such as sports, arts and crafts) for children in a residential facility.

Residential Education Directors (See Tables 66-69)—Persons, other than the Agency Executive Director, responsible for planning and administering the educational program of a residential center and supervising teachers.

Residential Education Teachers (See Tables 70-80)—Staff members, employed by the agency in a residential school operated by the agency, who are responsible for education of assigned groups, daily program planning, and supervision of assistant staff members.

Residential Education Assistant Teachers and Teacher Aides (See Tables 81-84)—Staff members employed by the agency to carry out assigned responsibilities under the direction of teachers in a residential school.

Child Day Care Program Personnel

Day Care Directors of Multi-Service Agencies (See Tables 85-88)—Persons responsible for the administration of all child day care services provided by an agency where day care is one of multiple services for children.

Day Care Center Director (See Tables 89-92)—Person responsible for administering one child day care center in an agency with more than one day care center.

Family Day Care Program Directors (See Tables 93-96)—Persons responsible for recruitment, supervision, and administration of child day care services in family day care homes, including referral assistance for parents and supportive services for the family day care providers.

Lead Teachers in Day Care Centers (See Tables 97-106)—Staff members responsible for the daily program planning and activities for one or more assigned groups of children in the center and for supervision of assistant teachers and teacher aides.

Assistant Teachers in Day Care Centers (See Tables 107-110)—Staff members under the direction of Lead Teachers responsible for implementing daily program activities for an assigned group of children in the center.

Teacher Aides in Day Care Centers (See Tables 111-114)—Staff members who carry out program activities under the supervision of Lead Teachers and Assistant Teachers.

Family Day Care Providers (See Tables 115-118)—Staff members responsible for the care and daily activity program of one or more children in providers' homes under supervision of agency Family Day Care Program Director.

Research Staff (See Tables 119-122)—Staff members responsible for conducting surveys, field experiments, program evaluations, or other data collection efforts.

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Child Welfare League of America
440 First Street, NW, Suite 310, Washington, DC 20001-2085